

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Human Resources	(2) MEETING DATE 10/27/2015	(3) CONTACT/PHONE Tami Douglas-Schatz, Human Resources Director 781-5959	
(4) SUBJECT Submittal of a resolution approving the July 1, 2015 – June 30, 2017 Memorandum of Understanding between the In-Home Supportive Services Public Authority Governing Board and the United Domestic Services Workers of America, AFSCME Local 3930, AFL-CIO. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the In-Home Supportive Services Public Authority Governing Board approve the attached Resolution approving the July 1, 2015 – June 30, 2017 Memorandum of Understanding for the United Domestic Workers of America (UDWA), establishing salaries and benefits for the represented employees.			
(6) FUNDING SOURCE(S) Departmental savings and/or unanticipated revenue	(7) CURRENT YEAR FINANCIAL IMPACT \$95,292	(8) ANNUAL FINANCIAL IMPACT \$317,641	(9) BUDGETED? No
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ____) <input type="checkbox"/> Board Business (Time Est. ____)			
(11) EXECUTED DOCUMENTS <input checked="" type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Emily Jackson			
(18) SUPERVISOR DISTRICT(S) All Districts			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Tami Douglas-Schatz, Human Resources Director
781-5959

DATE: 10/27/2015

SUBJECT: Submittal of a resolution approving the July 1, 2015 – June 30, 2017 Memorandum of Understanding between the In-Home Supportive Services Public Authority Governing Board and the United Domestic Services Workers of America, AFSCME Local 3930, AFL-CIO. All Districts.

RECOMMENDATION

It is recommended that the In-Home Supportive Services Public Authority Governing Board approve the attached Resolution approving the July 1, 2015 – June 30, 2017 Memorandum of Understanding for the United Domestic Workers of America (UDWA), establishing salaries and benefits for the represented employees.

DISCUSSION

The In-Home Supportive Services (IHSS) program serves disabled individuals who would be at risk of institutionalization in the absence of services. Individuals served by the program include not only seniors but also many young children whose disabilities require attendant care.

Social Workers within DSS receive applications for IHSS and visit the home of the applicant. During this visit, facts are gathered concerning the individual's/family's finances, the degree of disability, the available alternative resources and the assessed needs. Eligibility for services is based on two primary factors: financial threshold including available alternative resources and the degree of disability. When an individual is deemed eligible for services, "domestic and related" activities such as grocery shopping, cooking, clean-up and housework may be provided. It also may include "personal care" services such as dressing, bathing and bowel-and-bladder care or "protective supervision" services for persons who cannot safely be left alone.

The Public Authority serves as the employer-of-record for the caregivers (IHSS providers) who actually provide the services. These caregivers may be friends, neighbors, or family members, or they may be completely unrelated individuals who apply through the Public Authority to be registered providers available to serve any eligible beneficiary. The IHSS beneficiary has the ability to hire or terminate individual providers, and is expected to supervise the providers' work performance. Upon completion of the authorized hours, the provider signs a timecard and presents the card to the beneficiary who also signs. That timecard is submitted to the Public Authority for processing, at which point it is submitted electronically to the California Department of Social Services and payment to the provider is made directly from the State.

The United Domestic Workers of America (UDWA), American Federation of State, County and Municipal Employees (AFSCME) Local 3930, AFL-CIO has sole representation rights for IHSS providers within San Luis Obispo County. The statutory duties of the Public Authority include the responsibility to meet, confer and negotiate with representatives the UDWA. The County employs the services of Renne Sloan Holtzman Sakai LLP to assist the Management Representative in negotiating on behalf of the Public Authority for labor agreements between the Public Authority and the UDWA.

The current Memorandum of Understanding with the UDWA terminated on June 30, 2015. Negotiations have continued between the County and UDWA in an attempt to reach a successor agreement. Adoption of the attached resolution will finalize a two (2) year Memorandum of Understanding (MOU) between the Public Authority Governing Board and the UDWA. The details of the agreement are as follows:

Term:

- The MOU will commence on July 1, 2015 and will fully terminate on June 30, 2017.

Wages:

- Wages shall be increased by \$0.40 per hour from \$11.05 to \$11.45 per hour the first of the month following approval by the Board of Supervisors as Governing Body of the Public Authority, and State approval of the Public Authority rate and completion of required State programming of Case Management Information and Payroll System.
- Effective July 1, 2016, wages shall be increased by an additional \$0.40 per hour to \$11.85 per hour.

Health Benefits:

- The Public Authority shall contribute \$0.20 per hour to the Union Health Trust Fund effective January 1, 2016 to fund a dental and vision plan for all eligible IHSS providers.

OTHER AGENCY INVOLVEMENT/IMPACT

Representatives from the Department of Social Services and Human Resources participated in the development of the MOU. County Counsel has reviewed and approved the Resolution for legal form and effect.

FINANCIAL CONSIDERATIONS

Per established cost sharing ratios, the County's share of costs for the IHSS program is approximately 16.5% of the combined Federal, State, and County costs. The County is reimbursed for the cost of services from the State of California under this agreement pursuant to established sharing ratios. During the term of this MOU, hourly wages shall increase as follows: from \$11.05 to \$11.45 per hour (\$0.40), and from \$11.45 to \$11.85 per hour (\$0.40). In addition, \$0.20 per hour will be contributed to fund a dental and vision plan for eligible providers. These hourly wage increases and dental and vision plan contributions are estimated to increase the County's FY 2015-16 costs by \$95,292 for the time period of January, 2016 through June, 2016, and \$127,056 for FY 2016-17. Total County annual ongoing costs are estimated to increase by \$317,641.

Including the wage and health benefit adjustments included in this MOU, the combined Federal, State and County costs of IHSS services are projected as follows for each of the two years covered in this MOU:

	Gross Amount	County Share
FY 2015-2016:	\$21,625,569	\$3,700,515
FY 2016-2017:	\$22,368,078	\$3,827,571

Departmental savings and/or unanticipated revenue will be the primary source of funding for unbudgeted expenditures associated with the compensation increases included in the attached MOU.

RESULTS

Adoption of this Resolution will establish a two year labor contract with the United Domestic Workers of America, increasing pay rates to individuals who will continue to provide care for disabled residents of our community.

ATTACHMENTS

1. Resolution
2. Attachment A - IHSS MOU 2015-2017